

BOARD OF EDUCATION OF CLARE PUBLIC SCHOOLS
and
CLARE EDUCATION ASSOCIATION
LETTER OF AGREEMENT

This Letter of Agreement (hereinafter the "Agreement") is entered into between the Board of Education (hereinafter the "Board") of Clare Public Schools (hereinafter the "District") and the Clare Education Association (hereinafter the "Union"), who agree as follows:

1. Article 16 Insurance Protection of the 2018-2021 Master Agreement between the Clare Public Schools and Clare Education Association states:

The Board shall pay the following amounts for the Employee's health insurance premium and/or MESSA ABC Plan 1 deductible on a monthly basis (January 1 to December 31). An HSA account established to cover the MESSA ABC Plan 1 deductible shall be funded at no more than one twelfth of the total deductible per month.

January 2019 – December 2019
FF: \$1,519.36
2P: \$1,165.06
SS: \$557.10


The amount paid by the Board for the Employee's health insurance premium and/or MESSA ABC Plan 1 deductible will be modified to the State of Michigan allowed hard caps for January 2020-December 2020, and for January 2021-December 2021.


2. For the January 1, 2020, to June 30, 2021, contract term, the District's health insurance premium contribution will be used toward payment of taxes and assessments related to health insurance despite the contract language citing such funds apply to the "insurance premium." In no case shall the District contribute more than the statutory cap.

3. This Letter of Agreement expires June 30, 2021.

4. This Letter of Agreement shall not be binding or establish any past practice or alter the current contract language.


**BOARD OF EDUCATION OF
CLARE PUBLIC SCHOOLS**


By: 
Its: President

By: 
Its: Secretary

Dated: March 16, 2020

CLARE EDUCATION ASSOCIATION

By: 
Its: President

By: 
Its: Vice President

Dated: July 23, 2020